reporting an incident of sexual misconduct, sexual harassment, or sex-based discrimination

You always have the option to talk with a confidential resource at any point during the process. Confidential resources can discuss options and provide support for you throughout the process without taking action. You can also report an incident anonymously, but it may limit the Institute’s ability to take action.

Once you are ready to report an incident:

1. You connect with a member or partner of the Equity Office, someone such as the Title IX Coordinator, investigator, or a Deputy Title IX Coordinator and describe what happened in as much detail as possible.

2. The Title IX Coordinator will connect you with informational and supportive resources including applicable policies, counseling resources, and medical help if necessary. In cases of sexual misconduct including sexual violence, stalking, and intimate partner violence, the Title IX Coordinator will discuss reporting to law enforcement.

3. You may request immediate interim measures and the Title IX Coordinator will work with you and other involved parties to determine safety, academic, and housing interim measures. The Title IX Coordinator works to make sure all parties involved are safe.

4. Title IX Coordinator discusses options with you. Options may include, but are not limited to, any of the following:
   - You can request that the matter be kept confidential or not be pursued
   - You may seek an informal resolution
   - The Title IX Coordinator may suggest an administrative resolution if the other party admits responsibility
   - The Title IX Coordinator may propose a remedy to address the reported behavior
   - The Title IX Coordinator may offer mediation
   - You may request a formal investigation; if there is not enough information to support a formal investigation, the Title IX Coordinator will review other options with you

5. You and the Title IX Coordinator discuss and agree on next steps and a course of action.

This is a high-level summary of the reporting process, for a complete description of reporting procedures, please see the Sexual and Gender Based Discrimination and Harassment and Sexual Misconduct Policy.
confidential resources for students at caltech

Assistant Directors of the Caltech Center for Diversity
Taso Dimitriadis
626-395-8108
taso@caltech.edu

Erin-Kate Escobar
626-395-3221
ekescoba@caltech.edu

Student Counseling Center
The Student Counseling Center
626-395-8331

confidential resources for staff, postdocs, faculty, their families and domestic partners

Staff and Faculty Consultation Center
626-395-8360
http://sfcc.caltech.edu

The Equity Office operates under a limited confidentiality model. The office will only discuss the case with pertinent members of the Caltech community (e.g., investigation witnesses, the deans office, or security). If it is determined, based on the incident, that a person or the community is in danger, the Title IX coordinator may need to proceed with interim measures before, during or after an investigation. In all cases, every effort will be made to maintain appropriate confidentiality.